



DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
DA SECRETARIAT FOR SENIOR ENLISTED SELECTION BOARDS
8899 EAST 56TH STREET
INDIANAPOLIS, INDIANA 46249-5301

REPLY TO
ATTENTION OF

AHRC-EB

21 February 2007

MEMORANDUM FOR Director of Military Personnel Management, Office of the Deputy Chief of Staff G-1, 300 Army Pentagon, Washington, D.C. 20310-0300

SUBJECT: Field After Action Report - FY07 Sergeant First Class Promotion Board

1. References.

a. DAPE-MPE-PD, Memorandum of Instruction (MOI) dated 30 January 2007, Subject: MOI for the FY07 Sergeant First Class Promotion Board.

b. FY07 Sergeant First Class Promotion Board Standard Operating Procedures effective 30 January 2007.

2. General. The FY07 Sergeant First Class Promotion Board convened at the DA Secretariat for Senior Enlisted Selection Boards, Indianapolis, Indiana on 30 January 2007 to select the best qualified noncommissioned officers for promotion to Sergeant First Class IAW references 1a and 1b above. The board also screened packets on Soldiers referred to it under the Stand-By Advisory Board (STAB) process.

3. Board Issues and Observations.

a. NCOERs.

(1) Duty descriptions in Part III of reports must be scrutinized to ensure that they are understandable to all readers and must avoid parochial jargon and unknown acronyms that board members can't understand.

(2) Excellence bullets written in Part IV comments must continue to be scrutinized for justification and validity.

(3) Senior raters must ensure that their written comments and ratings are consistent, i.e. when a senior rater states, "Promote this NCO in the secondary zone" and then marks them 2 in performance and 2 in potential. These inconsistent ratings and comments send very mixed signals to board members and possibly degrades from the potential power of the report in the panel members review of an NCO's file.

(4) If you have NCOs that have joined your unit from another military service (USMC, USAF, USN) or the Army Reserve/National Guard; work with these NCOs to ensure that their OMPF is complete with performance evaluations from those periods of military service.

(5) Ensure that when an NCO receives a GOMOR and/or Article 15 and it is filed in the Soldier's OMPF that there are appropriate comments and ratings on the corresponding NCOER.

(6) Senior NCOs must take the time to coach/teach/mentor their junior NCOs on the proper preparation of well written NCOERs for their subordinates. Senior NCOs will be deciding the future of tomorrow's senior NCO corps with the reports they write on today's junior NCOs.

(7) Rating chains must continue to focus on ensuring that the ratings by the rater and senior rater are consistent to the maximum extent possible.

b. Height/Weight/Photos.

(1) A disturbing trend is emerging with NCOs appearing to be overweight in their photos and exceeding screening table weight maximums by 20-30 pounds, yet they continue to receive YES ratings in Part IVc of their NCOERs. Strict enforcement of body fat taping techniques is a must. Perceived overweight NCOs in their official photos and exceeding screening table weight maximums can be a killer for an otherwise solid promotion file.


(2) Too many photos are out of date or not present. NCOs must adhere to current Army regulations. Even under the current GWOT environment and increased OPTEMPO at home station, SSGs with three to five years time in grade must have a current photo.

(3) NCOs must demand that their servicing photo lab provide them with a high quality product at the time of the photo shooting. NCOs should be encouraged to ensure that a senior NCO or peer accompanies them to the photo appointment to assist in quality assurance of the finished product before it is placed into DAPMIS.

(4) NCOs must ensure that their current awards and badges are properly displayed on their current photo with the corresponding data entries on their OMPF and ERB. This is accomplished with timely data entries on their OMPF and ERB. This requires timely data entry into eMilpo and periodic review of their OMPF. Synchronized data entries for awards and badges on an NCO's official photo are scrutinized by many board members.

c. Letters to the President of the Board. Those NCOs who feel they must communicate with the board in writing must ensure that their comments are IAW regulatory and selection board instructions to the field; and ensure that their writing is in accordance with accepted grammar and spelling standards. There is nothing more embarrassing than for an NCO to write an emotionally charged or sub-standard grammatically crafted memorandum.

d. Derogatory Information. Recently administered Article 15s and GOMORs continue to be a very negative discriminator for NCOs in the promotion selection board process. However, numerous files were reviewed where NCOs had UCMJ/GOMORs administered to them over five years ago or as a very junior enlisted Soldier. These NCOs should be coached and mentored to work inside the Army's administrative process to have these documents moved from their performance file to their restricted file so as not to be seen by board members.


CHARLES H. JACOBY, JR.
Major General, U.S. Army
Board President